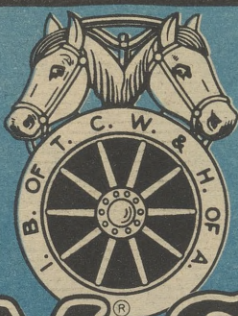


NORTHERN CALIFORNIA, APRIL, 1978
VOL. 24, NO. 4



SERVING NORTHERN CALIFORNIA TEAMSTERS
AND THEIR FAMILIES

NORTHERN CALIFORNIA TEAMSTER

Time's Running Short—Keep Those Letters Going

Senate Takes Up Labor Law Reform Soon

Again, we urge each member, his family, friends and acquaintances to write letters to Senators Alan Cranston and Sam Hayakawa to urge their active support for S. 2467, the Labor Law Reform Act.

The Senate is scheduled to vote on the second Panama Canal Treaty on April 26, after which it is expected to take up S. 2467—so time is running short.

If you have already written, write again because non-union employers have gone to the

point of forcing their workers to write letters in opposition to the measure.

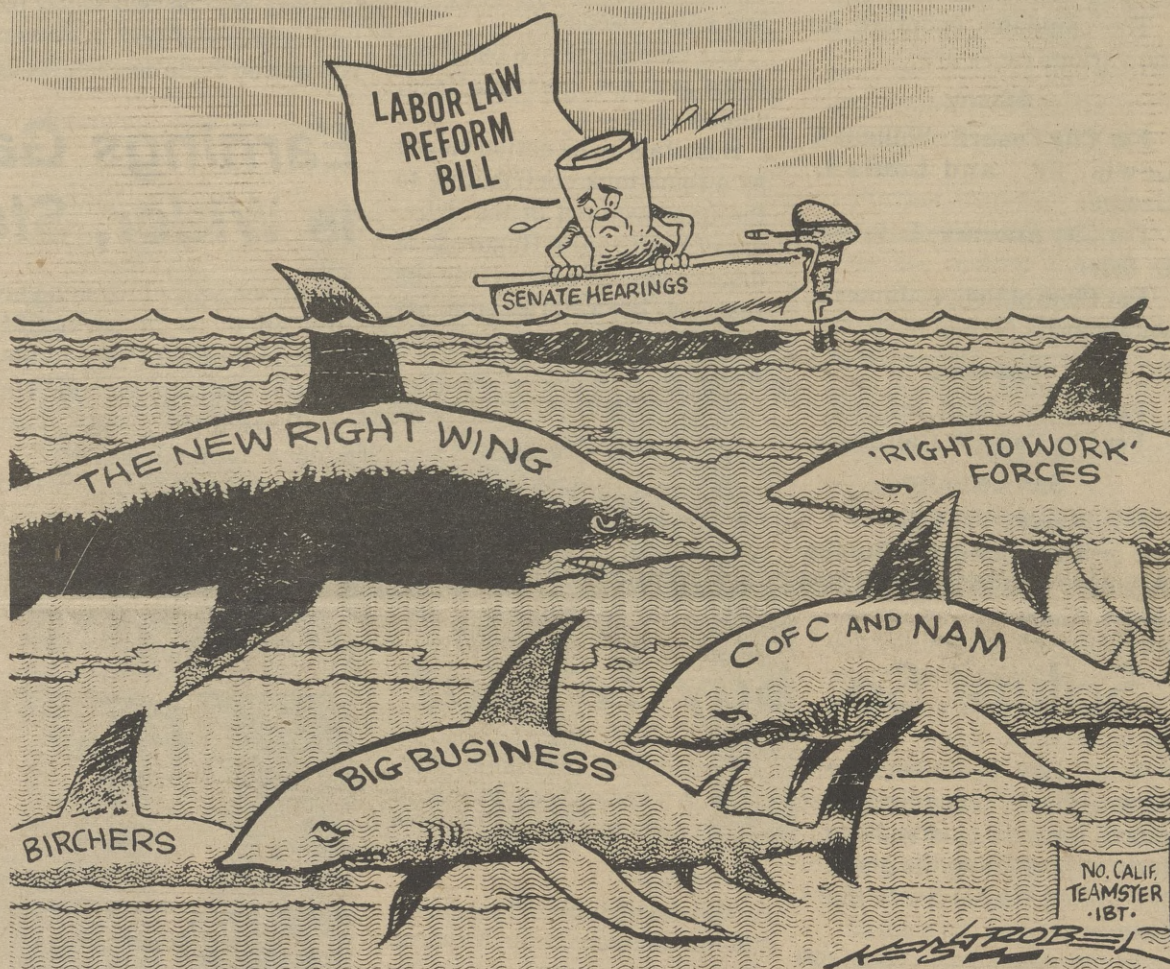
For those who, for one reason or another, cannot write, clip out the coupons on page 6 and send them on a postcard, although congressmen are more receptive to personal letters.

Ask your senators to vote for the bill without crippling amendments. Ask them to kill the filibuster that is anticipated.

Write, write, and write. We cannot afford to lose the momentum we built up in the

(To Page 6)

LABOR'S ENEMIES ON THE PROWL



Air Teamster Position On PUC Regulations

By Gerald O'Hara
Legislative Representative

The Reregulation of the Trucking Industry was the subject of an extensive hearing before the Assembly Subcommittee on Trucking Regulatory Reform where Chuck Mack, secretary-treasurer of Teamsters Local 70 in Oakland, laid out the Teamsters proposal for the Subcommittee members.

Mack testified on the necessity for control of entry to the trucking industry where there is a revolving door of carriers who find themselves in industry but unable to survive because of practices of sub-hauling at less than compensable rates.

Mack testified as to Teamster participation at the Public Utilities Commission's investigation of the regulatory system and cited the absolute need for regulation of the industry where without regulation there would be rate-cutting chaos which would undermine Teamster collective bargaining agreements.

The Public Utilities Commission has underway the reclassification of hundreds of radial highway carriers to either common

(To Page 8)



ON THEIR TOES—Double-checking information to be submitted to the Assembly committee overseeing PUC regulation of the trucking industry are, from left, Teamsters Attorney Al Brundage, Local 70 Secretary-Treasurer Chuck Mack, Legislative Representative Gerald O'Hara, and Assistant Legislative Representatives Larry Kurbatoff and Bob Rinker.

Congress Debates Postal Service Act

The Postal Service Act (H.R. 7700) has been reported out of committee and has been debated out of the House floor.

This piece of legislation is designed to resolve several problems that have developed since

the United States Postal Service became independent under the Postal Reorganization Act of 1970.

Among its many provisions is one that would allow the United States Postal Service to further subsidize parcel post delivery. This would artificially lower the price of parcel post rates, thereby damaging the ability of private parcel carriers like UPS to compete.

Our members who work for these private companies would, in turn, suffer.

Favorable Outlook

According to IBT Legislative and Political Director Dave Sweeney, the legislative situation looks favorable to us. Congressman Paul Simon of Illinois has introduced an amendment that would require parcel post mail to bear its direct and indirect costs.

We support this amendment in order to prohibit the government from using our taxes to further subsidize parcel post mail to the detriment of our jobs in the private sector.

Sweeney says that the Congress took up debate on this amendment when they returned April 4 and he urges all of us to write our congressmen in support of the Simon amendment to H.R. 7700.

Pick up those pens and get those letters going. We have seen that when we raise our voices our legislators listen to us.

Meeting Notice

The May meeting of Joint Council No. 7 will be held Tuesday, May 2, at 1269 Howard St., San Francisco.

Buy Union



Buy
American

Testimonial To Honor VIPs Set for Honolulu

Three Western Conference leaders will be honored at a testimonial dinner April 23 at the Hyatt Regency Waikiki in Honolulu, Hawaii.

They are M. E. Anderson, In-

ternational director and IBT vice president; George E. Mock, IBT 1st vice president; and Arnie Weinmeister, IBT vice president.

The dinner, which will be held on the eve of the general sessions of the WCT workshop, is the initial event celebrating the 65th anniversary of the City of Hope National Medical Center.

Proceeds will be used to establish the Western Conference of Teamsters Research Fellowship at the City of Hope.

For decades, the Teamsters Union has recognized the City of Hope as an outstanding resource in combating crippling and killer diseases.

Our members have benefited from its free, personalized, quality care.

Hospitals in the nation view it as a think-tank contributing to the improvement of the delivery of health care. Hundreds of discoveries have come from its research laboratories, making possible the relief of pain and increased longevity.

Let's Digress

Sign in a car's rear window: "If Con is the opposite of Pro, what is the opposite of Progress?"

—Dorothea Kent

East Bay Group Picks Candidates

The East Bay Teamsters Club has named the candidates its members have endorsed and urge their solid support by Brother Teamsters.

The candidates endorsed for the various races are:

Albany

For City Council: William A. Lewis, Sr., and Louis L. George.

For City Attorney: Lawrence D. Saler.

For Chief of Police: James R. Simmons.

Hayward

For Mayor: Matt Jimenez.

For City Council: Gail Steele.

San Leandro

For Mayor: Val Gill.

For City Council: Gunner Seymon, David S. Karp and Johan Klehs.

Salute So. Bay Teamos

South Bay Teamsters were among those recognized last month for their outstanding efforts in promoting the goals of the United Way of Santa Clara County.

At the same time, Local 890 was welcomed to the United Way family.

Those given Campaign Awards for their participation in the 1977 campaign were Ione Marvin, Local 679 bookkeeper; Hank de Diego, Local 296 secretary-treasurer; Frank Felice, Local 287 business agent; and Lou Riga, Local 576 secretary-treasurer.

United Way Community Service Awards were given to Teamsters locals 679, 296, 287 and 576.

Bill Adams, executive director for the American National Red Cross, pointed out in his address that the efforts of the labor sector accounted for more than one-third of the \$6.5 million raised in the 1977 campaign.

The United Way of Santa Clara holds the annual recognition luncheon to acknowledge Labor's contribution to its campaign.

Social Security Recipient Report Due This Month

Time is growing short for social security recipients who need to file an annual report of earnings for 1977.

Deadline for filing the report is April 17, 1978. Those missing the deadline may be subject to a penalty unless they receive a time extension.

Not everyone who receives social security is required to file the report. The primary persons who must file are men, women and children who received one or more monthly benefit checks last year and earned more than \$3,000 during the year. No one who was 72 before January of 1977, however, is required to file because social

security benefits are payable at that age without regard to earnings.

A second category of social security beneficiaries who should file the report are those persons who earned over \$3,000 and received no checks but whose total earnings were not so far over the limit allowed that payment of all benefits would be barred. Anyone failing to file a timely report in this situation can still receive back benefits as late as 3 years, 3 months and 15 days after the end of the year in which the earnings were made or April 15, 1981, but social security officials caution against delaying

filing beyond this year's deadline.

Most persons required to file the report have already received them in the mail, but anyone wishing to obtain a copy of the form or to ask questions about reporting requirements can do so by calling social security.

They Got Took!

Five regional directors of the National Labor Relations Board, scheduled for key parts in union-busting seminars, have been blasted off the so-called labor relations panels.

Exec. Sec. John F. Henning of the California AFL-CIO blew the whistle on the five when he discovered the regional director in San Francisco—Natalie P. Allen—was a participant in a seminar on "Blueprint for Avoiding Unionism."

A red-faced NLRB said the directors themselves withdrew after learning the nature of the seminars and after NLRB General Counsel John Irving had called the participation "inappropriate."

"They were suckered," an official at the NLRB said.

—From Northern California Labor

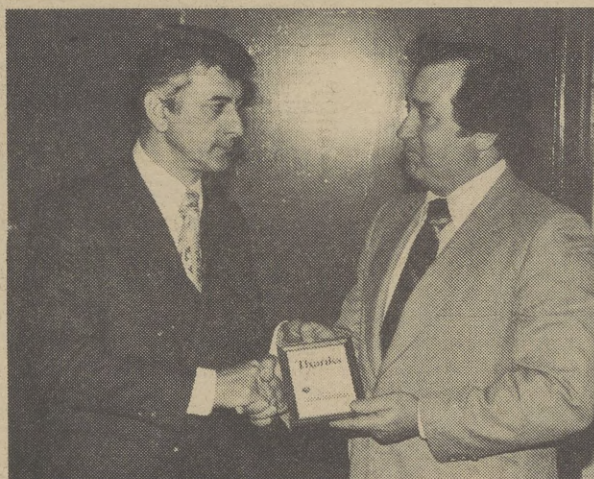
Earnings Gap for Women Is Wider, Study Shows

Fully-employed women earn only about \$6 for every \$10 earned by fully employed men and the earnings gap has widened recently, even in the midst of feminist activity.

A research study, "Women and Work," funded by the U.S. Labor Department, shows that in 1955 working women earned 64 percent of what men earned, and in 1972 they earned only 58

percent. Median earnings in 1972 were \$10,202 for men and \$5,903 for women. Moreover, in that year only 11 percent of fully employed women, but 51 percent of men earned over \$10,000.

The researchers found that the supply of women workers can be quickly responsive to changes in demand within specific occupations and industries.



HELP ACKNOWLEDGED—Shown above receiving United Way Campaign Awards from Santa Clara County United Way Executive Director Tom Bates are Lou Riga (left photo) and Dick Benevento on behalf of Hank de Diego.



Among those at the Labor Recognition Luncheon, shown below from left, are Jay Holt, Bert Compton, Lou Riga, Ione Marvin, Dick Benevento, Mario Gullo and Tony Gellepis.



Teamsters on the Move

Compiled by Dorothy Keane

Settlement

Local 655 (Redwood City) Secretary-Treasurer Chas. J. Ciolino reports successful conclusion of organizing campaign at Wallpapers, Inc., and settlement of a contract resulting in additional employees in some newly-negotiated classifications.

Local 853 (Oakland) Secretary-Treasurer Al Costa reports successful conclusion of negotiations for a first-time contract for the recently organized employees at Neo-Life of America. The company was organized by Ernie Souza and Rome Aloise; Aloise negotiated the contract. Seven months of skirmishes at the NLRB led to a strike threat that brought the employers to the bargaining table. The resulting wage package gives a 110% increase and a substantially improved H&W program for the new members, Souza reports.

Organizing

Local 853 (Oakland) Secretary-Treasurer Al Costa reports successful campaigns by Organizers Rome Aloise and Ernie Souza at two establishments: The janitorial and maintenance crew at Sears, Roebuck Distribution Center, San Leandro; and Ben Feathers Co. of Oakland which specializes in warehousing and distribution of pet supplies.

Local 350 is deep in a struggle to organize the Disposal Companies in the Los Gatos, Santa Clara and San Mateo areas. Secretary-Treasurer Robert Morales is asking all Brothers to assist in every possible way.

Appointments

At Local 85 (San Francisco) appointments are announced for Joe Powers as business agent, Phil Dinda as vice president, and Frank Kelleher as trustee.

At Local 315 (Martinez), Roy Montana has been appointed recording secretary in place of Harry D. Bergondy who retired, and Joe Williams as trustee in place of Frank Buccellato who retired.

At Local 576 (San Jose), Jay J. Holt has been appointed president in place of Dennis Wilson who retired.

Helping Hand

On resolution of Joint Council 7, northern California Teamsters rallied to the support of the striking United Mine Workers of America. But among those who went further with financial support from voluntary contributions from officials and members were Local 85 (Tim Richardson, Secretary-

treasurer and business manager) and Local 350 (Bob Morales, secretary-treasurer) both in San Francisco.

Magic Kingdom Club

Disneyland is now open seven days a week through September 17 and the "Passport to Disneyland" program is effective through May. Magic Kingdom Club members should contact their local union office for more information.

'Help' Sign



Retired Teamster B. D. Lamb of Tacoma, Wash., has developed a Retired Teamster "Help" Sign for emergency road service.

The sign is 11" x 14" with red and blue lettering that make it clearly visible. It is held and supported by a flap that sticks inside the window of your car.

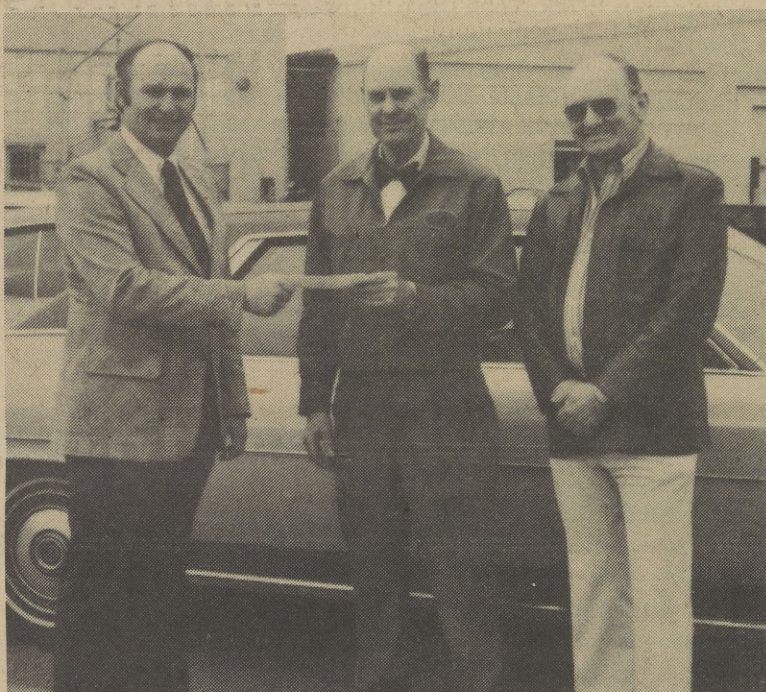
Teamster truckers would recognize the sign and summon quick help on their CB radios, Lamb says, adding: "The sign is like a spare tire—it's nice to have when you need it."

Lamb is a member of the Teamsters Oldtimers' Club No. 1 after 35 years as a member of Local 313 in Tacoma.

You can get the sign by sending \$3, which includes mailing cost, to B. D. Lamb, 4316 So. A Street, Tacoma, Wash. 98408.



PIONEERS—Two Mark Hopkins employees who were among the original group organized in the hotel industry in San Francisco have earned their well-deserved retirement and received their first pension checks from their union. Shown, from left, are Local 856 Secretary-Treasurer Rudy Tham, retired Cashier Melva Darley and Accounting Clerk Thelma Crim, Business Representative Kevin Ryan, and Business Representative and Recording Secretary Jack McLaughlin.



Local 150 Photo

ARBITRATION—Local 150 member Chet Turley, center, receives a check for \$4,213.42 from his Business Agent, Jim Dyer, as commission due for serving Air Base Commissary. At right is Dave Torre, recording secretary of Local 296 who is also Northern California Bakery Chairman. Torre and Teamster Attorney Neil Bodine assisted in this arbitration.

BLS Claims Rise in Average Earnings

Average weekly earnings of full-time wage earners rose 6.9% to \$212 in the year ending May 1977, but a 6.7% rise in con-

sumer prices prevented any significant gain in buying power, according to the Bureau of Labor Statistics.

Since data was first collected in 1967, weekly earnings have nearly doubled but inflation has cut into those gains. Thus, real earnings have climbed just 7.3% during the decade.

Moreover, the 37% rise in consumer prices since the 1973-75 recession outstripped wage increases so that real earnings fell 2.6% in the last four years.

Other observations of the BLS:

- The earnings gap between men and women remained large.
- The wages of black workers have risen more rapidly than those of white workers during the decade.
- The earning power of young workers lagged dramatically during the decade.

T A R P Teamsters Alcoholic Rehabilitation Program Art O'Flanagan DIRECTOR

JOINT COUNCIL, NO. 7 HAS IN OPERATION A PROGRAM TO COMBAT THE DISEASE OF ALCOHOLISM IN THE TEAMSTERS MOVEMENT

If your job, health, family situation or financial status is being affected by the disease of alcoholism and you desire help, we strongly urge you to take advantage of the assistance that is available to you.

The program is called Teamsters Alcoholic Rehabilitation Program (T.A.R.P.), and is located at 275 Valencia St., San Francisco, California 94103. The telephone number is (415) 626-3514 or (415) 621-2454 and is in operation twenty-four hours a day, seven days a week. All inquiries about the program will be held in the strictest confidence.

Change in SS Retirement Test

Several changes in the social security retirement test are already affecting the benefits now payable to millions of persons receiving monthly social security paychecks.

The most important change for persons between the ages of 65 and 72 who continue to work has been the increase in the earnings limit from \$3,000 to \$4,000 this year. Others receiving monthly benefits for reasons other than disability are limited to earning \$3,240 or less if they want to receive social security checks all months of 1978.

Anyone over 65 now or who will reach 65 before January 2, 1979 can fall under the \$4,000 retirement test. Persons earning over the amount allowed will lose monthly benefits in the amount of \$1 for every \$2 over the limit.

Further increases in the exempt amount for people 65 and over are written into the new law. They will be \$4,500 in 1979, \$5,000 in 1980, \$5,500 in 1981 and \$6,000 in 1982. After 1982 the annual exempt amount will increase to keep pace with increases in average wages in the economy.

Persons under 65 subject to the retirement test will have higher exempt amounts in the future, but these have not been determined yet. They will be set year by year based on increases in average wage levels.

One major restrictive rule was written into the new amendments. It concerns payment of benefits on a monthly test without regard to overall yearly earnings.

In the past, persons receiving monthly social security checks who did not earn more than a specific amount during the month (\$250 in 1977) or work actively in self-employment could receive benefits for these months even when their overall earnings for the year were too high to permit any payment under the other provisions of the retirement test.

This provision has now been eliminated for all people getting checks except in the first year of retirement. Social security officials in Baltimore are trying to clarify exactly what Congress intended in this new law because there still are unanswered questions for persons retiring now and in the future who may have drawn one or more checks under the previous law prior to retirement.

In general, however, a person will be able to collect payments on a monthly basis without regard to overall earnings only in the initial year of retirement.

The Truth About Teamsters

(A student from Parkland College in Champaign recently visited Local 26 headquartered in Danville, Ill., to secure information for a report he was writing on the media and the "terrible Teamsters." He had come for an interview because the college and city libraries had no materials to refute all the anti-Teamster articles available. He sent a copy of his report to us. We are printing just his conclusions at the end of the report. It's too bad that the truth is hidden from the general public like this student found out.)

"After talking with Mr. Bounds—and comparing the information he had supplied in answer to my questions with all the negative bits of information quite readily available in the media—it was not difficult to accept his reasoning that the media is controlled by the big advertiser who in their own way determine what is said and what is not said. It is easy to understand why I never in my life heard a good word spoken on TV or read a good word in the press about this organization. I am positive the majority of people in our country that have anti-Teamster leanings are that way because they have been influenced by the power of the almighty media. I know that it would be more than likely I would have never known any of their views if I had never done this report. And to think that this regulation of thought is happening in America!

"I have discovered that the Teamsters are in the forefront in securing many benefits for their members, and later, because they have paved the way, other members of Organized Labor gain them, also. The contracts they have gained are good because every worker down the line will prosper—whether they be Teamster or not.

Once won by one, it makes it a lot easier for the next.

"I have found that the Teamsters are not just truck drivers—but rather a cross section of our country. I believe that the future is bright for them in their quest to add members to their organization.

"From reviewing the list of companies just in the local area that are allied with the Teamsters, I find that it covers a lot of concerns. Each of these companies have negotiated a contract with this union, but that each contract is different—molded to the wants of those that work in each particular concern. This is far from the long held charge of media that management must accept a standard contract dictated by the top officials of this union requesting fantastic wages and unlimited fringe benefits. No two are alike unless they are the master agreements negotiated between a group in the same field; and then it is done at their request, not the union's. Quite frankly, I was surprised that so many local concerns are affiliated with one union; regardless of what union it was.

"The size in number of members is staggering. I can't help but believe that if the media took it upon themselves to conduct a survey about the 'terrible Teamsters,' they would not publish the results. I have found through talking with their local president, as well as with other members since the interview, that they have one important ingredient—they are proud of their union. And to me—that says it all—for we, as a country, don't have too many things any more for which we can say we're proud."

—News & Views
Teamsters Local 26, Illinois

General Organizer's

COMMENT

By RUDY THAM

The Inflationary Trend of Doctors' Bills

Last month, an article appeared in one of the Bay Area's leading newspapers relative to a study made about rising doctor bills.

It seems that the Council on Wage and Price Stability, which monitors inflation for the White House, issued a 158-page report on the fact that fees paid to doctors have soared 80 percent faster than general consumer prices since the year 1950. The prediction is that this particular trend, which has manifested itself so clearly over the last three decades, will continue unchecked.

This new Government study cites doctor's fees as: lack of competitive pressures to restrain fee increases, extensive health insurance which covers four out of five Americans, and insurance reimbursement practices "which allow the physician to determine the fee and level of insurer reimbursement."

The Government study also states that the median annual income for our County's almost 400,000 doctors has reached \$63,000, higher than any other occupational or professional group. To make matters worse, some doctors were found to be setting "target levels of annual income and when demand for their services is insufficient to achieve that income level, they raise their fees in order to achieve it." From its headquarters in Chicago, the American Medical Association issued a statement that the Government's study "raises some serious questions about physician activities."

What Has Congress Done So Far?

It has been well over a decade now since serious Federal legislative movements have been made on the subject of a National Health Insurance Plan. Still, nothing definitive has been accomplished outside of well-intentioned rhetorics.

In 1972, there were some 45 different bills in Congress about health care, but there were only about 6 major contenders. The proposals ranged from an A.M.A. plan of financing medical care without "government interference" to Senator Kennedy's Bill requiring complete federal financing and virtually eliminating the health insurance industry as we know it today. Senator Kennedy's Bill called for perhaps the most comprehensive benefit structure of all the Congressional proposals, although its administrative and payment structure would be extremely complicated.

There's no doubt that something must be done to curb rising doctor and hospital bills. Last month's Government study just about doctor's fees alone was so shocking that it makes one wonder what all of the combined health services of doctors, dentists, hospitals, etc. are costing Americans. Supposedly, that figure is somewhere around \$185 billion.

The Inflationary Factors

Americans spent \$35 billion for doctor's services during the fiscal year that ended last September 30th, compared to \$2.7 billion in 1950. The Government's study says that the "primary cause" of the rapid rise in doctor's bills since the mid-1960s has been the extraordinary growth in private and public health insurance covering doctor's services. About 80 percent of our total population has private health insurance.

The government's report goes on to say that "while increased insurance coverage enabled many people to receive required medical care, it also to a large extent, exempted physician's fees from the usually restraining effects of market forces."

"In a market where about 60 percent of the cost of services is reimbursed . . . a payment mechanism based on a physician determining his own fee can be expected to result in high rates of fee inflation."

How It Affects Teamsters

Finally, it must be stated that unfortunately last month's government report offered no solution or even recommendations for reversing this inflationary trend in rising doctor bills. With such slow progress being made on the National level by Congressional leaders, we can only conclude that we must continue in our efforts at the bargaining table to improve medical plans for Teamsters and their families.

Inflation is eroding our various plans and, until the Government does something definitive to curb this inflation, we must continue to generate dollars into our plans to not only maintain what we have but to also try and improve on such. It is just unfortunate that the dollars going into these plans come out of any over-all negotiated package and thus affect other issues such as wages, pension, vacations, etc., that Teamsters also want to improve.

Only Non-Union Firms Welcome There

Companies that pay fair wages and are willing to deal with unions are getting a cold reception in many parts of the South, a *Wall Street Journal* reporter discovered.

Some of America's biggest corporations have had the welcome mat pulled back by communities "fearful of unions and competition for local labor," reporter Douglas Sease writes.

"This attitude has grim implications for workers trapped in low-paying jobs," he notes. But because the parties in-

involved usually keep the turn-down from becoming public knowledge, the people of the community denied a chance at better-paying jobs often never hear of it. The chairman of one of the nation's largest site selection firms told the *Journal* that throughout the South "it has been difficult to find towns that would accept high wage rates or unions."

The turn-downs are deplored by some of the South's political leaders. North Carolina Gov. James B. Hunt, Jr., says the state wants to bring in "good jobs with good pay, and we're having to fight industrialists who don't want it."

There was a public backlash in Concord, N.C., that forced reversal of an initial turn-down of a Philip Morris plant. Reportedly, the community business establishment had been fearful of antagonizing the area's biggest employer—low-paying Cannon Mills, which employs some 14,000 persons at eight mills.

At Roxboro, N.C., where a county Economic Development Commission turned down a bottle plant that would have brought 300 new jobs to a community of 8,000 people, the county government was unhappy mainly because the action was made public.

To the county officials, the *Wall Street Journal* article noted, the bottle company would have brought with its jobs "its unions and wage scales considerably higher than those prevailing here, and the commissioners wouldn't accept that."

But the attitude wasn't universal. There were people in the community who "were madder than hell," a local attorney said. "They figured the commission had just done them out of better jobs."

Unfit To Eat

When the U.S. Department of Health, Education and Welfare ruled that seven parts per million was the upper limit of deadly DDT in meats and vegetables, the Oil, Chemical and Atomic Workers Union noted that the average American already has twelve parts per million of the dangerous pesticide in his body. Which led a nationally-known scientist to back the union position with "Even for cannibals, Americans are unfit for human consumption."

FOR SALE

Joint Council 7 is disposing of its OCE Custom 2100 office copying machine (with some paper and chemicals) for the best offer. Interested parties may call (415) 474-6344 for more information.



The Northern California Teamster is a monthly publication of Joint Council No. 7 and Joint Council No. 38 of the International Brotherhood of Teamsters, with editorial offices at 25 Taylor Street, Room 720, San Francisco, California 94102, telephones (415) 885-4969 and (415) 885-4970.

PETER CARAG
Managing Editor

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540

Local 70 News

70 Hegenberger Road, Oakland, Calif. 94621

April, 1978

Phone 569-9317

A Section of The Northern California Teamster

Subcommittee Oversees Trucking Regulations

Mack Presents Teamster View to Assembly Group

Local 70 Secretary-Treasurer Chuck Mack appeared before a Joint Legislative Committee in Sacramento this past month. The Legislative Committee is overseeing the activities of the Public Utilities Commission in transportation regulation.

The Committee was attempting to gather information from the various parties involved in California trucking as to their projections and ideas regarding regulation. Mack was speaking for the California Teamster Locals, and presented the official Teamster view. He was responding to a series of questions that had been developed by the Legislative Committee's staff.

Specifically, he advised that the Teamsters were strongly in support of Senate Bill 860 inasmuch as that legislation limits entry into California trucking. He also advised that definition

of "contract carrier" should likewise be limited. Contract carriers should not perform the same functions as common carriers, nor should they be given the same leeway to operate that the former "radial carrier" classification had.

The Committee also requested the Teamster position on sub-contracting. Mack explained that sub-haulers should have specific rules and regulations adopted for their activities.

First, they should be paid in two parts. One part would be the sum of prevailing wage rates and economic benefits in the geographic area in which they operate; and second, they should receive a separate rate for their equipment. That rate would be based upon determinations made by the Public Utilities Commission.

Secondly, sub-haulers should

also be required to publish rates for sub-hauling services.

Thirdly, they should be required to have the same hauling authority as the overlying carrier for which they pull.

Fourthly, sub-haulers should be bonded for an amount equal to a maximum sub-hauler's fee in order to assure the carrier's ability to pay for the sub-hauler's services.

Under the Teamster position sub-haulers would also be limited to 20% of the total operations of the principal carrier, and they would be under the full direction and control of the overlying carrier.

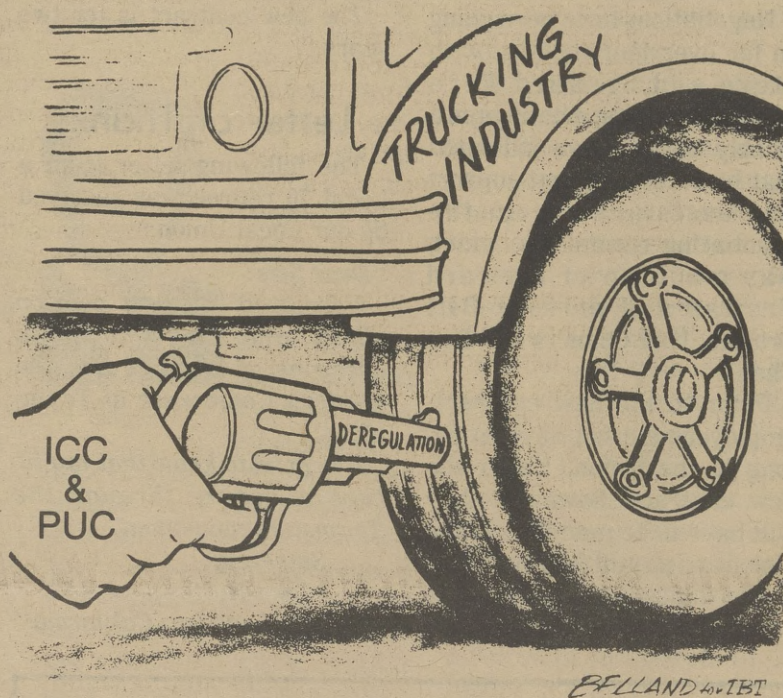
Mack advised the Committee that establishment of these rules will do much to equalize competition, stabilize the industry and secure Teamster jobs.

Questions from the Committee were tough. Several Com-

mittee members found it difficult to accept the idea of limiting entry . . . this in spite of the fact that almost every segment involved in California transportation has concurred that limiting entry would be beneficial at this time.

The Public Utilities Commission and the Legislature are going to deal with this matter with increasing frequency in the upcoming months. The subject is a very important one for our members because it means jobs.

TRIGGER HAPPY



Local 70 Urging End To Mandatory Overtime

Teamsters Local 70 Trustee Marty Frates testified this past month in Sacramento in support of AB-1295, authored by Oakland Assemblyman Tom Bates. AB-1295 would prohibit an employer from requiring an employee to work overtime if the employee did not desire.

Frates appeared before the Senate Industrial Relations Committee and spoke specif-

ically to the problems encountered by our members who work in the Chain Stores, Beverage and United Parcel Service. He urged an end to mandatory overtime for several reasons.

First, elimination of such overtime would create additional jobs. Secondly, it would reduce industrial injury caused by job fatigue, thereby making

the workplace safer. Thirdly, employees should not have to work overtime if they don't desire.

Along with his statement before the Senate Committee, Frates gave Tom Bates a petition supporting AB-1295 which was signed by more than 2,000 Local 70 members.

Hearing on the bill lasted from early afternoon until 11:00 o'clock in the evening. The Committee has not yet voted on the measure. It is not expected to do so before mid-April.

We would urge our members to contact legislators on the Senate Industrial Relations Committee, advising them that they favor AB-1295. Members of the Committee are: Senator Bill Greene, Chairman; Senator Ray Johnson, Vice Chairman; Senator Dennis E. Carpenter, Senator James R. Mills, Senator Alan Robbins, Senator Newton R. Russell and Senator Alan Sieroty.

Correspondence or wires should be directed to them at the State Capitol Building, Sacramento, California 95814.

The Bates bill faces very heavy opposition from employer groups throughout California. Act now and contact the Senate Committee.

Freight Members Prefer Wages

Local 70 members working under the Freight contract, at a special-called meeting on Saturday, March 18, 1978, voted to put the full wage and cost-of-living increase due April 1, 1978 into wages. The increase will amount to 88 cents per hour.

Under provisions of the Joint Council 7 Supplement, the membership has the right to divert up to 10 cents per hour to Health & Welfare benefits. This language was included in the last agreement so that members could have more flexibility with their wage increases.

Local 70 Health & Welfare Trustees had attempted to work out definite benefit improvements for the Freight members, but were not successful in reaching an agreement with the California Trucking Association on specific benefits.

Local 70's vote totals were combined with those of the other Locals in Joint Council 7 under the Pickup & Delivery Agreement. The total vote was overwhelmingly against diverting. Locals 85, 315 and 287 voted unanimously to place the increases in wages.

The 88 cents per hour increase is the largest single increase ever achieved under the Freight contract. The full increase, including cost-of-living, is due April 1, 1978.

Stike Ends at Am Tempering

American Tempering contended that they were no longer covered by the current contract and refused to abide by its terms.

After a strike of 3½ weeks, Business Agent Steve Mack was able to work out a settlement in which the company agreed to withdraw all labor charges as well as the two lawsuits they had filed against Local 70. American Tempering also agreed that they were party to the current agreement and would adhere to its provisions.

Our Local would like to extend a special thanks to the members of I.L.W.U. Local 6, who respected our picket line, and to their Business Agent, Paul Martin, for his cooperation during this strike.



FOR AB-1295—Pictured above is Local 70 Trustee Marty Frates with Assemblyman Tom Bates. Frates is presenting to Bates a petition signed by more than 2,000 Local 70 members, supporting AB-1295. AB-1295 is authored by Bates, and would prohibit employers from requiring employees to work mandatory overtime.

Executive Board

Secretary-Treasurer
Chuck Mack
Recording Secretary
Joe Silva, Jr.

President
James (Jimmy) Muniz
Vice President
Stan Botelho

TRUSTEES

Art Soto Marty Frates Ron Rocha
Conductor, Mel Baptiste Warden, Harold Marks

A 'First' for Oakland PS

After years of working under "Letters of Understanding" the Oakland Public Schools and Local 70, the latter represented by Business Agent Steve Mack, have reached agreement on a "first-time" contract.

Negotiations have been going on for over four months, with Steve and Steward Vern Freitas attending meetings on a weekly basis. Steve indicated that he received great support and assistance from the negotiating committee, which was made up of Steward Freitas and drivers Bill Broyles, Neil Connors and Lee Chen.

Prior to the new contract, employees did not have to belong to the Union. Under the new contract, however, they will have to be members of the Union and pay all fees and dues.

The wage package is equal to the highest settlement

negotiated with school districts, and provides for retroactive wages from July, 1977.

After many meetings, the District finally agreed to binding arbitration on terms and conditions of the Agreement.

The new contract is for two years.

Letter of Thanks

The following letter from a Local 70 retiree was received by our Local Union:

"Dear Sirs:

I received my first pension check, and I want to thank everyone of Local 70 and the Western Conference of Teamsters.

It is good to know that my future is secure through the Teamsters movement.

Sincerely,

*(John Horton)—signed
San Leandro, California"*

DUES INCREASE NOTICE

Under Local 70's By-Laws—Article XI, Section 4—the provision for the computation of monthly dues reads as follows:

"Monthly dues for this Local Union shall be one-tenth (1/10) of one percent (1%) of the gross annual straight-time wages established for the highest classification (doubles) under the National Master Freight Agreement, to the nearest nickel."

Because of the 88 cents per hour increase effective April 1, 1978, under the National Master Freight Agreement, dues will be increased by 35 cents per month per member.

The new dues rate, beginning with the month of April, 1978, will be \$20.45 per month.

SICK BENEFIT FUND SICK BENEFIT COMMITTEE

Chairman — Ray Arroyo Co-Chairman — Leo C. Hafley
Recording Secretary — Jim Dodge

Members: Lloyd Adcock, Frank Arroyo, E. L. "Al" Baratto, Eugene Derieg, George Wells, and Honorary Member Jim Bramell

Monthly Meetings — 2nd Tuesday at 7:30 p.m.

Claims for Sick Benefits must be filed at Local 70's office within 30 days of disability.

The Sick Benefit Committee can be contacted by telephone during the day every Tuesday between the hours of 8:00 a.m. and 4:00 p.m. at 569-7171. Also during the evening of its meeting on the second Tuesday of each month, between the hours of 7:30 and 10:00 p.m.

Reminder—Dues must be paid on a current basis in order to be eligible for Sick Benefits



Fitzsimmons Reassures Members About Suit Vs. Pension Trustees

(Statement of Frank E. Fitzsimmons on the Labor Department's announcement of civil suit against former trustees of the Central States Pension Plan.)

The Labor Department's announcement that it is taking civil action against former union and employer trustees of the Central States Pension Plan should cause no concern for our membership covered under that plan. The plan is fully solvent and more than able to meet its obligations through the 20th century.

Under the tenures of the trustees named, the benefits paid from the Central States Pension Plan have more than doubled. When I became a trustee in 1962, top retirement benefits were \$200 per month for five years, and thereafter were reduced to \$90 per month for the life of the retiree.

Today, a person with 20 years service at age 57 can retire at \$450 per month for life. At age 60 with 20 years service, a member of the plan can retire at \$550 per month for life. I am proud of that performance of the plan while I was a trustee. No retiree has ever failed to receive a monthly pension payment. Other benefits in the plan far exceed any comparable pension trust.

I also assure our membership

Reject Kaylor's Election Protest

The protest by member Marvin Kaylor of Local 70's election, held this past December, was rejected by the Joint Council No. 7 Executive Board.

Kaylor, who challenged incumbent president Jim Muniz, had protested the election, alleging twenty-six violations.

After hearing the case on three separate days and listening to almost six hours of testimony, the Joint Council rejected the protest. Kaylor's failure to cite specifics in his charges was a large factor in the decision.

that members of the negotiating committee for our national freight agreement intend to negotiate increased employer contributions to the plan, which should further increase benefits.

In regard to the Labor Department's action today, I recognize it feels it is exercising a responsibility under ERISA. I also would like to note that those named in the suit have cooperated fully with Labor Department recommendations, including turning over responsibility for investments of pension plan assets to profes-

sional managers.

It is regrettable that the Central States Pension Plan has been singled out as a test case while federal government, state, and other private pension trusts and IRA's are either fully or partially unfunded or in disarray. Still, I will appear in court and fully answer the charges with every confidence that my performance as a trustee has met the highest of fiduciary standards.

Also, I feel from my observation that all other trustees have properly discharged their fiduciary responsibilities.

LOCAL UNION 70, CITY OF OAKLAND, CA

Affiliated with

International Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers of America

Trustees Report

Period Covered: From February 1, 1978 to February 28, 1978

CASH RECEIVED

Dues	\$129,595.86
Initiation and Reinitiation Fees	11,285.00
Withdrawal and Transfer Cards	24.50
Assessments and Fines	3,452.95
Funds for Transmittal for Members	313.00
Receipts from Affiliates (Item 8 Schedule Total on reverse side)	8,659.23
Other Receipts (Item 9 Schedule Total on reverse side)	6,102.05

Total Cash Received (Total of Lines 1-11) \$159,432.59

CASH PAID OUT

Salaries	56,559.19
Expense Allowances	5,485.00
Per Capita Taxes	35,893.30
Contributions	455.00
Benefits Paid (Item 20 Schedule Total on reverse side)	29,459.12
Funds for Transmittal for Members	324.00
Refunds—Dues	108.05
Refunds—Initiation and Reinitiation Fees	1,600.00
Office and Administrative	5,428.05
Legal Fees	1,000.00
Arbitrator Fees	2,172.79
Taxes	6,041.10
Transfers of Funds	100,000.00
Meeting and Committee Expenses	1,077.90
Strike Expenses	882.32
Auto Expenses	4,020.06
Out-of-Town Travel Expenses	274.98
Other Activities (Item 39 Schedule Total on reverse side)	7,416.91

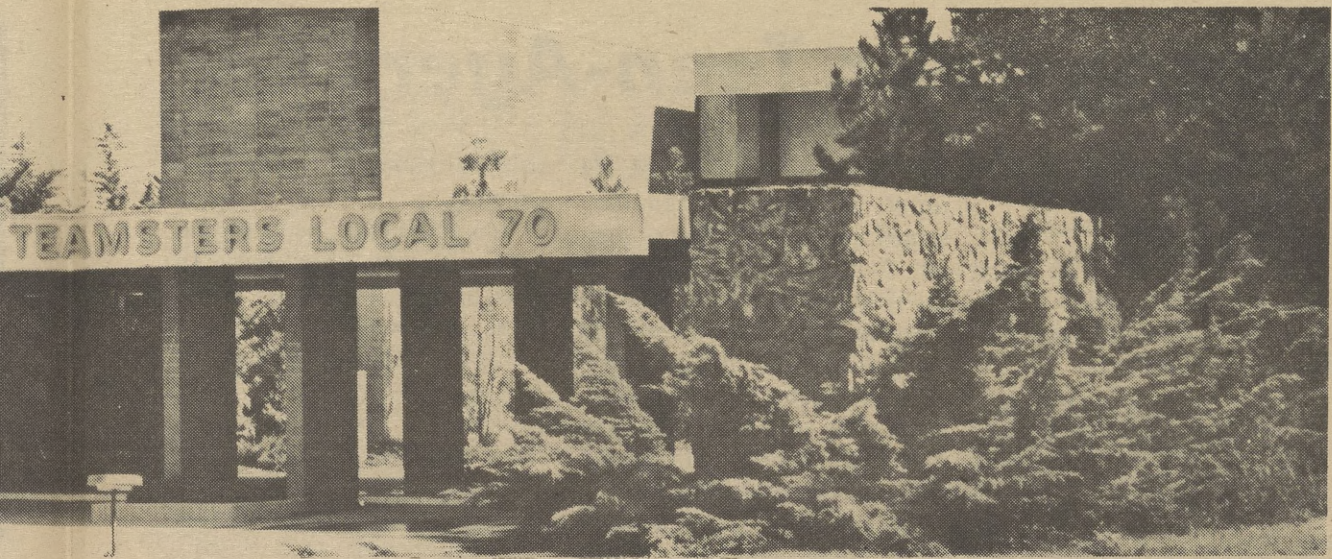
Total Paid Out (Total of Lines 13-41) \$258,187.77

Net Increase (or Decrease) in Cash (Subtract Line 42 from Line 12) (98,755.18)

Cash Balance Beginning of Period—General Fund—
Checking Acc't. 222,939.23

CASH BALANCE EN DOF PERIOD — GENERAL FUND —

CHECKING ACC'T. (Add Lines 43 and 44) \$124,184.05



U.P.S. Raffle a Big Success

Employees at United Parcel Service in Oakland recently held a raffle for fellow employee Dave Livingston who

had open-heart surgery and will be off the job for approximately one year.

The raffle raised over

\$1,700.00 for Livingston, and will go a long way toward helping him economically during this period of inactivity.

Four prizes were raffled off.

First prize, a C.B. Radio, was won by Al Lopes of Garrett Freightlines.

Second prize was a case of mixed liquor, and was won by H. Porter of Sebastopol.

Third prize, a case of wine, was won by Marilyn Buckhorn, an Oakland package driver; and the fourth prize, \$50.00 cash, was won by Orv Taylor, an Oakland feeder driver.

The U.P.S. feeder drivers want to express their appreciation to the many people who helped make this raffle a success by purchasing tickets.

Livingston is well on the road to recovery.

Packer Faces Safety Charges

It was recently reported by the U.P.I. in Los Angeles that a meat-packing firm was ordered to stand trial on charges stemming from alleged violations of federal highway safety regulations over a three-year period.

Hoffman Brothers Packing Co. pleaded innocent to 41 charges. A trial was scheduled for April 4th.

The company allegedly failed to submit reports of truck acci-

dents involving more than \$50,000 in property damage between 1974 and 1976.

The firm is also charged with knowingly permitting its truck drivers to work more hours than the U. S. Department of Transportation regulations allow.

If convicted, the company could face a maximum fine of \$22,000.

Business Agents

Dick Sarmento Ed Painter Bob Windsor
Bobby Freitas Dick Durossette Alex Y. Ybarrolaza
Darold Wright Roy Nunes Steve Marinkovich
Steve Mack Jack Sweeney, Jr.

Dispatchers

Noel Eben Jim Manning

Secretary-Treasurer's Report

Freight Health & Welfare Meeting

The members working under the Freight contract voted against diverting any part of the 88 cents-per-hour April 1st wage and cost-of-living increase to Health & Welfare.

While it's obvious to those who are employed under the Freight contract that the Health & Welfare program is in real need of improvement, we had not been able to reach an agreement with regard to specific benefits that could be purchased with the additional dime. Rather than "buying a pig in a poke," the membership voted overwhelmingly to take the full increase in wages. Local 70's vote coincided with the votes of the other Freight Locals in Joint Council 7.

An additional 5 cents per hour will be placed in Health & Welfare commencing May 1, 1978 per provisions of the contract. It remains to be seen, however, whether additional benefits can be purchased with this money. The Health & Welfare Trustees will be reviewing this matter in their upcoming meetings.

Miscellaneous Warehouse Meeting

The Miscellaneous Warehouse Division of the Western Conference held a meeting in San Diego this past month. Two things of importance for our members emerged.

First, the Locals involved in the Lucky Stores move—that is 150, 490, 853 and 70—met and again confirmed their position that members from Locals 853 and 70 would be given the opportunity to move to the new Vacaville facility under "red line" language in the contract. This means that the Locals have agreed that our members have the first opportunity to fill additional jobs in Vacaville based on seniority; and if they

elect to make the move, they go with full seniority rights. Even though the Locals have again solidified their position, there is no agreement as of this writing with the company.

The entire situation is becoming complicated. Lawsuits have been filed and injunctions and restraining orders sought. There is even a chance that economic action could be forthcoming if Local 490 is not able to reach an agreement with the company on a new contract.

The second item of importance coming from the meeting was a motion made that the Western Conference endeavor to set up a meeting between the Union Pension Trustees to the Western Conference Pension Plan and the delegates to the Western Conference Workshop to be held in Hawaii in late April.

While it is not assured that this meeting will take place, it could be interesting if it does. There has been talk that not all the Union Trustees are as committed to the re-establishment of the Disability retirement benefit as are the Joint Council 7 Trustees. It would be beneficial to solicit the views of Trustees outside of Joint Council 7 and to impress upon them the importance of that benefit to our members.

It would also be beneficial to pin down the Trustees on the 5 cent-per-hour limitation. Under current Pension rules contributions can be increased only 5 cents per hour per year. That means that if we have members working under a pension program with a contribution rate of 60 cents per hour and a new 3-year agreement was negotiated, the contribution levels could be raised only to 65 cents the first year, 70 cents the second and 75 cents the third.

This limitation is particularly onerous, and it works to the detriment of members employed in the Freight industry and Beverage. We have urged the elimination of this restriction, and the Trustees should be made aware of our position.

It would also be interesting to

(To Page D)

STATEMENT OF ASSETS—PERIOD ENDING FEBRUARY 28, 1978

Account	BEGINNING OF PERIOD	CHANGE	END OF PERIOD
Petty Cash	\$222,939.23	\$ (98,755.18)	\$124,184.05
General Fund—Savings Accounts	27,615.64	106.79	27,722.43
General Fund—Certificates of Deposit	100,000.00	100,000.00	200,000.00
Investments	5,000.00		5,000.00
Land	173,642.79		173,642.79
Buildings	452,625.00		452,625.00
Office Furniture and Equipment	10,702.20		10,702.20
Total Assets	993,074.86	1,351.61	994,426.47
Deduct: Obligations (Per List Below)	145,495.61	(3,131.90)	142,363.71
Net Assets	\$847,579.25	\$ 4,483.51	\$852,062.76

LIST OF OBLIGATIONS

DATE OF OBLIGATION	DESCRIPTION	DATE DUE	AMOUNT
September 66	Building Mortgage	Monthly	\$142,363.71
Total			\$142,363.71

Item 9—Other Receipts	Amount
Sale of Supplies	\$ 49.50
Interest and Dividends	1,656.25
Expense Reimbursed	4,396.30
TOTAL	\$ 6,102.05

Item 20—Benefits Paid	Amount
Out-of-Work Benefits Paid	\$ 2,580.00
Pension	3,373.50
Insurance—Group Life	12,133.75
Insurance—Health and Welfare	4,791.67
Sick Benefits	6,540.00
Retiree Dues	40.20
TOTAL	\$29,459.12

Item 39—Other Activities	Amount
Education and Publicity	\$ 676.00
Stewards Expenses (other than dues)	220.70
Building Maintenance	2,600.21
Mortgage and Loan Payments (Principal Only)	3,131.90
Interest	788.10
TOTAL	\$ 7,416.91

Item 8—Receipts from Affiliates	Amount
International Out-of-Work Benefits Conference	\$ 3,660.00
	4,999.23
TOTAL	\$ 8,659.23

\$The amount shown above is the money presently in the Sick Benefit Fund.

Ice Follies Ticket Raffle For Stewards

The proceeds from the opening night performance of the Ice Follies will benefit the Easter Seal Society of Alameda County, and Local 70 has purchased fifty tickets for that performance on Wednesday, May 24, 1978, at 7:30 p.m., at the Oakland Coliseum.

Our Local will raffle off these fifty tickets, free of charge to the winners. The drawing will be held at the Stewards Meeting on April 18, 1978. The only eligibility requirement is that the member must be a Shop Steward and be in attendance at the April meeting.

Each winner will receive a pair of these tickets. If additional tickets are desired for their families, they can purchase those themselves.



Business Agents' Report

By Darold Wright

When the subject of Labor Relations is discussed, working people—including Union members—have a tendency to feel that demanding decent wages, working conditions and other related items is somehow un-American.



Wright

It's possible that this feeling is generated in part by the fact that most Americans believe very strongly in the "American dream" of being able to own their own business. It would appear, however—from the propaganda peddled by organizations such as the National Right-to-Work Committee and the Chamber of Commerce—that national labor policy is diametrically opposed to that "dream."

This, of course, is not true. First, the national policy is more than just policy . . . it is the law of the land. Second, it generally follows that "what's good for Labor is good for business" . . . and third, there is less discrimination in the Labor sector as a whole than any other group or organization in the nation, with the possible exception of the Armed Forces.

J. P. Stevens & Co., textile

manufacturer, is a classic example of this internal conflict by "blue-collar" workers. J. P. Stevens has flouted the law of the land since at least 1967; yet in 1976 that company had a net worth of \$450,000,000 and recorded a profit of \$41,000,000.

The J. P. Stevens firm was able to amass these huge profits because "blue-collar" workers continue to buy their products!

The Second U. S. Court of Appeals has found J. P. Stevens & Co. to be such gross violators of the National Labor Relations Board that the Court has fined the company \$100,000 for each violation and \$5,000 for each day the violations continue! The Supreme Court has refused to review the decision of the Appeals Court, consequently that decision stands.

Other textile firms have contracts with the Clothing & Textile Workers Union, and these companies manage to grow and make a good profit. In addition, the employees of these companies earn decent wages, are provided with job security and other contractual benefits.

When are we, the workers of this country, going to learn to respect and assist those who respect and assist us . . . as opposed to those who would take our hard-earned money and then deprive us of our rights?

Until next month . . . don't buy Coors!

Secretary-Treasurer's Report

(From Page C)

ask the Trustees what happened to our Resolution regarding the establishment of a cost-of-living benefit for retirees. That proposal has not been heard from for the past year and a half.

If the meeting with the Trustees is held, we will be able to pose some of these questions.

Election Protest Disallowed

Member Marvin Kaylor's protest to Local 70's election was disallowed by the Joint Council 7 Executive Board. As is reported elsewhere in the paper, quite extensive hearings were held. After listening to a spate of testimony, the Board voted to uphold Local 70.

The case can be appealed to the International; and based on past experience, we would expect this. We do not, however, expect a different decision. The record in the case is clear, and we are confident our posi-

tion will be sustained by the International and, if necessary, the courts. It is unfortunate that we have to expend the members' time and money on a case that is so patently weak.

Deregulation Battle Still On

I had the opportunity to testify this past month in Sacramento on Teamster proposals for sub-haulers and contract carriers.

It's obvious that we still have problems concerning regulation. The Legislature—both Democrats and Republicans—are reluctant to place restrictions on entry into trucking. Restrictions on entry are necessary if there is going to be any stability ever achieved in the industry.

The next hearing will be at the Public Utilities Commission. We will be offering additional evidence that will protect the jobs of our members and hopefully stabilize the industry, and thereby benefit the consumer in California.

Letting Your Teen-Agers Go

By MARION WELLS

Research Director,
American Physical Fitness
Research Institute

Why do some become adult teenagers and others act like adolescent adults?

"Taking responsibility for yourself takes practice," says Richard MacKenzie, M.D., head of the Division of Adolescent Medicine at Childrens Hospital of Los Angeles. "You don't get instant maturity the day you turn twenty-one. That's like expecting someone to learn to ride a bike without ever letting them get on."

Developing a separate identity and decision-making skills is the basis of the adolescent process, he adds. He believes many sticky situations can be avoided if parents take the initiative. Mom and Dad can make it okay for teens to start freeing themselves in healthy ways. A seemingly small event can have a big positive impact.

What if Janet asks, "What time do I have to be in from the school prom?" Here's a chance

out and get someone else's input. It may be a teacher, school counselor, rabbi or pastor, football coach, doctor, or the neighbor down the street."

He believes the important thing is that parents get a feel their youngster has reliable resources to turn to, people who can either help or facilitate contact with someone who can.

Parents are apt to keep in closer touch with teens if they set up some lines of communication early, he advises.

You can let them know in early adolescence, "The next few years will be challenging for both of us. Each of us may get some wrong ideas about the other. There may be times when things get so tough for you that you can't respond, and I may have to make some decisions for you. That's not where I want to go, however. I don't want to make decisions for you the rest of your life. We may both slip now and then. But let's try to catch it, laugh at ourselves, come back to center and reopen the lines of communication."

to let her know you realize she's growing up.

You could give her some responsibility, MacKenzie pointed out. "What time do you think you should be in?"

Suppose she's fourteen and she says, "Three o'clock in the morning?" You'll probably have to tell her, "That's pretty late, and I'd be rather concerned. Since it's the prom, how does such and such a time sound?" Then you could begin to bargain, but at least she's had some input. It gives her a chance to enter the decision-making process and then take responsibility for a choice she had some part in making.

MacKenzie says doing some creative listening can help teens develop coping resources. . . . This boosts self-esteem.

Dr. MacKenzie also points out that part of growing up is seeking outside resources. Parents sometimes find this disturbing.

"The family may be very aware and understanding," he reassures. "But there comes a time when a teen wants to reach

These Take Imagination and Creativity

The following captions are excerpts from various accident reports obtained from an insurance agency:

I collided with a stationary truck coming the other way.

A truck backed through my windshield into my wife's face.

A pedestrian hit me and went under my car.

The guy was all over the road, I had to swerve a number of times before I hit him.

I pulled away from the side of the road, glanced at my Mother-in-law, and headed over the embankment.

In my attempt to kill a fly, I drove into a telephone pole.

I had been shopping for plants all day, and was on my way home. As I reached an intersection a hedge sprang up obscuring my vision. I did not see the other car.

I have been driving my car for forty years when I fell asleep at the wheel and had the accident.

I was on my way to the doctor's office with rear end trouble when my universal joint gave way, causing me to have an accident.

As I approached the intersection, a stop sign suddenly appeared in a place where no stop sign had ever appeared before. I was unable to stop in time to avoid the accident.

To avoid hitting the bumper of the car in front, I struck the pedestrian.

My car was legally parked as it backed into the other vehicle.

An invisible car came out of

nowhere, struck my vehicle and vanished.

I told the police that I was not injured, but on removing my hat, I found that I had a fractured skull.

I was sure the old fellow would never make it to the other side of the roadway when I struck him.

The pedestrian had no idea which direction to go, so I ran over him.

I saw the slow-moving sad-faced old gentleman as he bounced off the hood of my car.

The indirect cause of this accident was a little guy in a small car with a big mouth.

I was thrown from my car as it left the road. I was later found in a ditch by some stray cows.

The telephone pole was approaching fast. I was attempting to swerve out of its path when it struck my front end.

NOTICE TO RETIRING MEMBERS

So many of our members who retire are not aware that they can apply for Benevolent Membership upon retirement; or, if they are not eligible for this, that they should take an Honorable Withdrawal.

In order to be eligible for Benevolent Membership, which qualifies a member for reduced dues, the member must have had twenty years of unbroken membership in Local 70 exclusively. For members who retire because of total disability, this requirement is reduced to fifteen years.

In any event, retiring members should avail themselves of either of the above alternatives rather than just cease paying dues, then find themselves automatically suspended from the Local at the end of the third month for which dues have not been paid.

Dues Payment Notice

Article X, Section 5 (c) of the International Constitution provides that any member who shall be three months in arrears in the payment of dues, fines, assessments or other charges shall automatically stand suspended at the end of the third month, and shall not be entitled to any rights or privileges of membership.

All collective bargaining agreements in Teamsters Local 70 provide for termination of employees who fail to maintain their membership in our Local Union.

Failure to pay dues leads to suspension. Suspension leads to termination of employment. Please pay your dues promptly so that it will not be necessary to suspend and/or terminate you.

No other notice on dues delinquencies is sent to members prior to their suspension.

IN MEMORIAM

GREEN, THORNTON, Local 12, San Francisco, Mar. 3.
DENNIS, JOHN, Local 226, San Francisco, Mar. 25.
RADO, MICHAEL, Local 278, San Francisco, Mar. 10.
PEEL, ALVIN, Local 665, San Francisco, Mar. 17.
SAZNIK, LOUIS, Local 665, Mar. 3.
MARSHALL, LEO, Local 853, Oakland, Feb. 1.
McGREW, ROBERT, Local 853, Feb. 18.
NEWSOME, FRED, Local 853, Feb. 10.
ORTEGA, JOSE, Local 853, Mar. 16.
VINCENCIA, CARLOS, Local 853, Feb. 4.
STUART, WILLIAM, Local 296, San Jose, Mar. 3.
TARMINA, MERLE, Local 296, Mar. 15.
HAYES, RAYMOND, Local 921, San Francisco, Feb. 15.
MEINYARD, ROMAN, Local 588, Oakland, Mar.
SPEDIACCI, ARMANDO, Local 350, San Francisco, Mar. 9.
WOLFE, RAY L., Local 432, Oakland, Mar. 13.
DAQUIOAG, MARGARET, Local 750, Oakland, Dec. 20.
ECTOR, EARLENE, Local 750, Mar. 3.
HARRIS, HENRIETTA, Local 750, Mar. 1.
SMALL, HILLARD, Local 750, Mar. 3.
FLORENCE, VIOLET, Local 750, Mar. 27.
DUNCAN, TOMMY, Local 750, Mar. 1.
SMALL, HILLARD, Local 750, Mar. 3.

DUNCAN, TOMMY, Local 750, Mar. 12.
DUNBAR, HERBERT, Local 750, Mar. 13.
BURNETT, HOSEPH, Local 750, Mar. 16.
MARTINEZ, CLAUDIA, Local 860, San Francisco, Feb. 22.
ALDECOA, ANTONE, Local 439, Stockton, Feb. 11.
WITT, JESSIE, Local 439.
KIEFER, HENRY, Local 439, Jan. 16.
WISNER, EMIL, Local 439, Feb. 7.
LARGORIO, GUY, Local 439, Feb. 18.
WOODSTOCK, GEORGE, Local 439, Feb. 28.
SPRAUGE, O. G., Local 439, Feb. 24.
PEREZ, MIKE, Local 439, Feb. 20.
BANCHERO, EDWARD, Local 85, San Francisco, Feb. 17.
CABRAL, CHARLES, Local 85, Feb. 20.
De MARTINI, ALBERT, Local 85, Jan. 20.
DOERING, CHARLES, Local 85, Feb. 17.
MOSS, ARTHUR, Local 85, Feb. 6.
PARDINI, ALFRED, G., Local 85, Jan. 27.
SICK, ROBERT, E., Local 85, Feb. 20.
BEALE, EDMUND, Local 85, Mar. 8.
DALPOGETTI, ADOLPH, Local 85, Mar. 13.
DOWNEY, THOMAS, A., Local 85, Feb. 22.
ELLESTAD, Local 85, Mar. 11.
McELROY, EARL E., Local 85, Mar. 16.
MUNOZ, HENRY, Local 85, Feb. 19.

Match Elders And Openings

State Employment Development Department (EDD) offices throughout the Bay Area Region are intensifying efforts to match older people looking for work with job opportunities.

"Many Bay Region people 40 years of age and over still face employment prejudice based on their age alone," said Jeanne Barnett, EDD Bay Region administrator. "The result is a waste of valuable experience often based on years of hard work."

Citing U.S. Census Bureau figures, Barnett noted that there are 74 million Americans 40 years of age and over.

"Of the 39.3 million workers in the U.S. civilian labor force, 28.1 million are between 45 and 64 years of age and 40 per cent are men and women over 40," Barnett pointed out.

She noted that studies have shown workers over 40 years of age quit jobs less than half as often as younger workers and that, as the worker's age increases, workdays lost per 100 days decrease.

Barnett said each EDD Employment Security office in San Francisco has "Older Worker Specialists" whose main function is to find job opportunities for older workers.

From the Editor's Mailbox

Teamster Benefits Are a Blessing

My wife and I want to thank the Teamsters for the excellent insurance benefits we have received.

Our ten-year-old daughter recently passed away after a seven-month illness with a rare heart disease. During those seven months, she was hospitalized in an Intensive Care Unit five different times. Teamsters Insurance payments were always generous and paid promptly.

With all the worry and heartbreak we have had throughout her illness, it has been a blessing not to have the additional worry of wondering how we could possibly pay the extensive medical expenses.

Thank you, Teamsters!

Frank E. Bonito
Local 287
Hollister, California

Shares a Maturing, Sensitive Experience

Today, I chanced upon this poem by Robert Hayden which I thought I would share with you, Brothers.

Specifically, it alludes to the fact that, during his youth, a worker was unable to communicate with his father, but as he grew older he began to sense why he couldn't at the time.

Those Winter Days

*Sundays, too, my father got up early
and put his clothes on in the blueblack cold,
then with cracked hands that ached
from labor in the weekday weather made
banked fires blaze. No one ever thanked him.
I'd wake and hear the cold splintering, breaking.
When the rooms were warm, he'd call,
and slowly I would rise and dress,
fearing the chronic angers of that house,
speaking indifferently to him
who had driven out the cold
and polished my good shoes as well.
What did I know, what did I know
of love's austere and lonely offices?*

John Coughlin
San Francisco

We Do Not Patronize

Teamsters and their friends are urged not to patronize the following:

SAN FRANCISCO

D'Angelo & Son
Light Soda on Tap
San Francisco
Ambulance Service
Curran's Chapel of the Sunset
Smith Corona
Marchant Corp.
W. W. Gainger Co.
Monroe Motors
Coit Drapery Cleaners
Park Lane Cleaners
French Drapery
Keith's Tire Centers
Corard Tire Service
Dy Doe Wash Co.
U. S. Messenger Service
Aero Messenger Service
Special T
Speedy Gonzales
Mail Delivery Service
Quick Way
Redco Delivery Service
Armored Transport Co.
Melody Paint Co.

EAST BAY

Gateway Bus Company
Big "O" Tire, Richmond
& Martinez
Hayward and Oakland
Luxury Cab Co., Oakland
Checker Cab Co.
City Cab Co.,
San Leandro
Bankers Printco Co.,
San Leandro
Associated Cabs
Reliable Cab Co.
Country Maid
Creamery Products
Roberts Tire Co.
Chapel of the Chimes
Daily Review
Smiser Freight Services
Jess C. Spencer
Mortuary

Chapel of the Valley
Mortuary, Castro Val.
Patron Service, Berkeley
Town and Country
Cleaners, Hayward
Harvy's Catering
Wood's Catering
Mobile Vendors
Keith's Tire Center

BAY AREA

Gerard Tire Service
Big "O" Tires
Consumers Tire

CONTRA COSTA COUNTY

Cadillac Ambulance

OAKLAND

A Tire & Brake
Bay Vulcanizer Co.
Yellow Cab Co.
ARA Tire Co.
George Orin Tires

SAN LEANDRO

Toyo Tire
Air Treads
George Orin Tires

ALBANY

Goodyear

SAN PABLO

Goodyear

NEWARK

Semperit Pacific Tires
Gerard Tire Co.

SONOMA

Groskup-Weider
Trucking Co.

SACRAMENTO

Courtesy Cab
Coca-Cola
Pepsi-Cola

Capital Plywood
Super Tread Tire Co.
Broadway Tire Service
Coit Draperies
Pop Pies
Hires Bottling
Pixie Bread
Hite's Dairy
Party Pies
Canada Dry Products
Booster Bread
Radio Tire Co. and
Radio Recapping
Radial Tire &
Radial Recapping

PENINSULA

Parts Exchange (Partex)
So. San Francisco
Commercial Tire
Warehouse
A-1 Sanitation
So. San Francisco
Tire Master, Inc.
Howard Tire Service
Crown Imports Co., Inc.
Coit Drapery Cleaners
Burlingame
Dydee Wash & Co.
So. San Francisco

STOCKTON

Darwin Farms

BAY AREA

Gerard Tire Service

SANTA CLARA COUNTY

All Jersey
Gilroy Motors
Pixie and Boster
Bread Co.
Tire Outlet
Brentwood Farms
General Appliances Co.
Golden Home
Furnishing
Discount Furniture Co.

Garrard Tire Co.
Fernstrom Moving &
Storage
Able Label Tire Co.,
"d-b-a" Emporium
Tire Center
American Auto Parts
Servi Soft
San Jose
Marx Chevrolet
Keith's Tire Center
Alum Rock Cheese Co.
California Cheese Co.
Parola Cheese Co.

MONTEREY

Pyramid Van & Storage

YOUNTVILLE

Knight's Lumber

BENICIA

Lutz Tire Co.

EUREKA

Humboldt Fir Co., Inc.
Hoopa
S & W Cab Co.,
McKinleyville

SANGER

Glacier Packing Corp.

SANTA ROSA

Coor's Beer

NAPA

Kenyon Building Supply
Napa
Heinke and Dybdahl
Building Supply

STATEWIDE

Kennedy Enterprise
M. & M. Bus Co.,
California Sightseeing
Tours
Senor Foods
Kiasco Products

Time to Stand by Our Principles

TEAMSTERS—MEET US, MEET US WITH YOUR RESPONSIBILITY!

When applying for employment with a Trucking firm, the first reaction of an employer is: What is your qualification? Who are you and what do you want? Can I trust you? Are you qualified for this type of work? Will you benefit the company? Will you accept the responsibility for which you are entrusted? In most cases, they will take you at your word.

The honest and honorable trucking firms are well aware of the Teamster's responsibilities and deeply appreciate the confidence sustained by the membership.

However: There are trucking firms out to break the Teamsters. They have no respect for us or the community in which they serve, and they are out for their own best interest. They are saying, why pay a fair and decent wage to the Teamsters, when we can get non-union drivers and helpers for (SCAB WAGES) and, in most cases they cannot qualify for this type of work in a union shop, also in a lot of cases they are driving or working in unsafe trucks and equipment.

When we accepted membership into the Teamsters, we were entrusted to see each member was treated in a decent and respectable manner; to safeguard our wages, hours, benefits, and working conditions; to promote harmonious relations with our employers and fellow-members alike.

In order to protect and preserve our union trucking firms and Teamsters membership alike, it is time for us to execute our principles.

Those non-union trucking firms are soliciting and taking away accounts from our union firms.

So, Teamsters: Meet us, meet us with your responsibility and join us in a protest demonstration to advertise to the public the conditions that exist.

SUPPORT THE TEAMSTERS—SUPPORT YOUR LOCAL—SUPPORT YOUR JOB!

John Shanahan
Local 287

Powerful Business Lobby Geared To Fight Reform

(From Page 1)

House to pass the bill by an overwhelming vote.

And we are working against great odds and a powerful enemy.

In a recent issue, *Fortune* magazine focused its attention on the business lobby. It said

that the business community has become the most effective special-interest lobby in the country.

Fortune said: "Suddenly, business seems to possess all the primary instruments of power—the leadership, the strategy, the supporting troops,

the campaign money—and a new will to use them."

The article then tells how the business leadership formed the Business Roundtable in 1972 from among 190 chief executives of the country's major corporations "whose objectives, stripped of heavily ap-

plied layers of euphemism and piety, is more political clout."

They are organized into task forces that analyze issues, take positions, and argue them at the White House, Capitol Hill, with regulatory agencies, and anywhere else necessary for their purposes.

They can always get a hearing—"busy politicians and bureaucrats will juggle their appointment books to see the head of General Motors or I.B.M.," *Fortune* said.

Then *Fortune* said: "The Chamber of Commerce, which has 72,000 companies and associations as members, has formed 2,300 'Congressional Action Committees,' each made up of around thirty businessmen who personally know their Congressmen or Senators, may have helped to elect them, and now are charged with keeping in touch with them . . .

"The N.A.M. (National Association of Manufacturers), for example, is not only urging businessmen to put the heat on Congressmen, but also encouraging companies to enlist their employees to do the same. The Chamber, the N.A.M., and others sometimes orchestrate mass mailings, too, giving members advice about how to write forceful letters on a current issue."

So, that is the kind of opposition we are up against and the only weapon we have is unity in our large membership—and making this felt through the power of the pen.

For Labor Law Reform, we have done it in the House of Representatives. Let's do it in the Senate.

Write, write, and write.

You Can Help Win Passage of the Labor Law Reform Bill (S. 2467)

Ask Your U.S. Senators To Vote For It.

Address to U.S. Senators Alan Cranston and Sam Hayakawa
c/o The U.S. Senate, Washington, D.C. 20510

Dear Senator:

The Labor Law Reform Bill (S. 2467) has my strong support. It's needed. It should be passed. Please vote for it.

Name

Address

City

State

Zip

Dear Senator:

The Labor Law Reform Bill (S. 2467) has my strong support. It's needed. It should be passed. Please vote for it.

Name

Address

City

State

Zip

Clip and paste to back of post cards

SAVE \$\$\$\$ ON UNION DAY!

... WATCH MAJOR LEAGUE SOCCER
OAKLAND STOMPERS VS. CALIFORNIA SURF
ON SUNDAY, MAY 14, 1978

The Oakland Stompers are honoring America's hardest workers with this special reduced prices offer. For an afternoon of fast, exciting family entertainment, fill out the form below and mail it now!

CHAMPAGNE SECTION

(1st Deck)

Adults & Youths save \$2.00

\$4.50 X _____ = \$ _____

ROSE SECTION

(3rd Deck)

Adults save \$1.50

\$4.00 X _____ = \$ _____

Youths save \$.50

\$3.00 X _____ = \$ _____

Total = \$ _____

Make Checks Payable to:
OAKLAND STOMPERS
7901 Oakport Street
Suite 140 South
Oakland, California 94621

☐ Mastercharge ☐ VISA

Card # _____

Exp. Date _____

Name _____

Address _____

City _____

Zip _____

Phone _____



Bulletin Board

Local 350

The next regular meeting will be June 8, 1978, at 7 p.m., Electricians Hall, 55 Fillmore St., San Francisco.

Robert Morales
Secretary-Treasurer

Local 439

Regular Membership meeting will be on the 3rd Wednesday, April 19, 1978, at 8 p.m.

Local 468

Meetings

The April General Membership Meeting will be held Monday, April 17, 1978, at 10:00 a.m. at Teamsters Local No. 853's Hall, 8055 Collins Drive, Oakland, California.

The May General Membership Meeting will be held Sunday, May 21, 1978, at 10:00 a.m. at Teamsters Local No. 853's Hall, 8055 Collins Drive, Oakland, California.

Change of By-Laws

In compliance with Article 19 of the current By-Laws of Local No. 468 there was a motion made on the floor at the General Membership

Meeting on February 27, 1978, concerning a dues increase.

The third and final reading and vote on this change of By-Laws shall take place at the General Membership Meeting on May 21, 1978, at 10:00 a.m. at Teamsters Local No. 853's Hall, 8055 Collins Drive, Oakland, California.

COL Increase

There will be a cost-of-living increase of 38 cents per hour and 9.5 mills per mile effective April 1, 1978, for all drivers working under the O.T.R. Contract.

For all drivers working under the Automobile Carriers Contract this increase will become effective June 1, 1978.

M.H. Joseph
Secretary-Treasurer

Local 896

The Branch 1 Bay Area General Membership meeting will be held on Saturday, April 22, 1978—Local 853 Hall, 8055 Collins Dr., Oakland at 9:30 a.m.

The Branch 1 Fairfield General Membership meeting will be held on Sunday, April 23, 1978—Fairfield Bowl, 2030 N. Texas, Fairfield at 9:30 a.m. A speaker from the Western Conference of Teamsters Pension Trust will be on hand to explain plan benefits and to answer your questions.

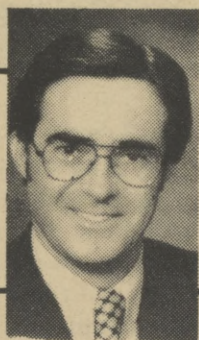
Attention General Brewing shop members: Those interested in attending closing and/or retirement party for Lucky shop members, please contact Jim Kard, 861-4777.

Attend Your Union Meetings—
It's the Best Place
For Accurate Information.

Teamster Attorneys Inaugurate An Office in Oakland

ONLY THEIR HAIRDRESSERS KNOW

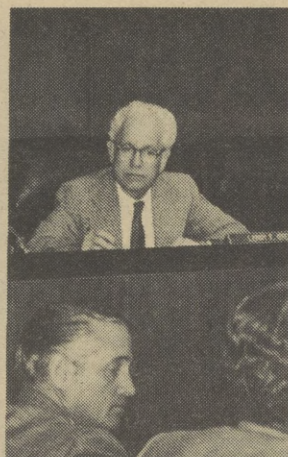




— From Our Man in Sacramento —

California Teamsters Legislative Report

By Gerald O'Hara, Legislative Representative



THE TEAMSTER LINE—At Assembly hearing in Sacramento on PUC regulation of trucking Chuck Mack, left, gives the Teamster position to, from left, Assemblymen Leroy Greene and Walter Ingalls, Principal Consultant John Stephen Spellman, Assemblymen Bruce Young, Alister McAlister and Bill Lancaster.

(From Page 1)

carrier status or contract carrier status. The definition of these carriers by the Commission will foretell the future for the industry and Mack urged caution.

Future entry in the field should be controlled by assuring the financial security of the applicant for a certificate or a permit, he said.

Mack also urged that:

- A test which included having 90 days working capital on hand and a tripling of the present insurance coverage should be mandated.
- The PUC should be able to judge whether or not the capital is sufficient.
- Sub-haulers should be paid for both their equipment and a wage equal to the prevailing wage in their area of operations.
- The rail alternative rate should be repealed to end the practice of shipments at less than a compensable rate.
- The minimum rates should be maintained.

The Committee has set an additional hearing on Tuesday, April 18 at 9:30 a.m. at which time the Public Utilities Commission will be asked to respond to key questions on reregulation.

Mack's testimony voiced the Teamster effort to overcome a Subcommittee background paper which seemingly favors complete deregulation of the trucking industry instead of the ongoing reregulation process at the California Public Utilities Commission.

The Subcommittee was formed to oversee that process. It will be assigned no legislation for hearing but it may sponsor bills.

It is chaired by Assemblyman Bruce Young (D) Cerritos with the following members: Leroy F. Greene (D) Sacramento, Walter Ingalls (D) Riverside, Bill Lancaster (R) Covina, and Alister McAlister (D) San Jose.

★ ★ ★

State Disability Insurance has been returned to the list of approved Federal Income Tax itemized deductions after three years absence. Amended filings can be accomplished for 1975 and 1976. Teamster-sponsored legislation requires the amount deducted to appear on your W-2 forms.

★ ★ ★

Property Tax Relief moved closer to reality with SB 1 by Senator Peter Behr (R) San Rafael. The bill provides for a 30% reduction in property taxes for homeowners, an increase in the renters' income tax credit from \$37 to \$75, the takeover of County Welfare and Medi-Cal costs and limits on state and local government spending. To be fully implemented, California voters must approve Proposition 8 on the June ballot and defeat Proposition 13, the so-called

Jarvis-Gann initiative. Proposition 8 allows for owner-occupied residential property to be taxed at a lower rate than commercial property. Proposition 13 limits property taxes to 1% of the value.

★ ★ ★

Inventory Tax Relief for California warehousing jobs awaits the action of the Senate Committee on Finance where AB 7X by Assemblyman Bill Lockyer (D) San Leandro is to be heard. AB 7X repeals the existing Inventory Tax and replaces it with other business taxes.

★ ★ ★

Governor Again Sponsors Radar Pilot Study with a \$62,500 budget item in his California Highway Patrol budget. Item 157 of the 1978-79 budget provides for the study which will lead only to mass use of the speed-trap. The Legislative Analyst agrees with the Governor citing California as the only state which doesn't use radar in statewide traffic enforcement. This budget item will be considered by Senate Finance Subcommittee 4. The members are: Senators **Alfred E. Alquist** (D) San Jose (Chairman), **Dennis E. Carpenter** (R) Newport Beach and **John W. Holmdahl** (D) Castro Valley.

The Assembly Ways and Means Subcommittee 3 will consider the item. The members are: Assemblymen **Vic Fazio** (D) Sacramento (Chairman), **Eugene Chappie** (R) Roseville, **Julian Dixon** (D) Los Angeles, **Terry Goggin** (D) San Bernardino and **John Knox** (D) Point Richmond.

All are urged to write to these Subcommittees now urging the members to reject radar.

★ ★ ★

The Industrial Welfare Commission has been assured of the continued services of **Mike Elorduy** with his reappointment to the Commission which sets California's minimum wage among its responsibilities. Mike Elorduy is the Secretary-Treasurer of the **California State Council of Cannery and Food Processing Unions** and has served on the Commission since 1970.

★ ★ ★

Unemployment Insurance Disqualifiers may come from within the labor movement as a recently unveiled AFL/CIO program to raise minimum qualifying wages from \$750 to \$900 was presented as a trade-off for increased benefits at the top of the scale. As many as 32,000 workers would be disqualified and the \$9.5 million savings to the Unemployment Insurance Fund would buy only a few dollars increase in the maximum weekly benefit amount. Of the 32,000 workers disqualified, the Department of Employment Development tells us that 7,300 would be from the Retail trade, 2,050 from Construction, 2,750 Culinary and 1,500 Cannery workers.

★ ★ ★

Workers' Compensation cases would not benefit from the present provision that the Workers' Compensation laws be liberally construed by the courts under the terms of AB 2347 by Assemblyman Paul T. Bannai (R) Gardena. The bill is before the Subcommittee on Workers' Compensation.

★ ★ ★

Age Restriction on Unemployment Insurance is required by SB 1466 by Senator Dennis E. Carpenter (R) Newport Beach. Senator Carpenter's bill restricts eligibility to workers over 18 years of age. This **bad bill** is before the Committee on Industrial Relations.

★ ★ ★

Disability Insurance for Maternity cases has met with poor usage of the funds which were set aside for this purpose. Encourage women who may be qualified to seek the Unemployment Disability benefits available to them for the 3 weeks before and after maternity.

Mandatory Overtime Prohibition legislation, AB 1295 by Assemblyman Tom Bates, was the subject of a nine hour hearing by the Senate Committee on Industrial Relations where scores of witnesses appeared for and against the bill.

Teamster witnesses Phil Maloney, Secretary-Treasurer of Teamsters Local 93 and California Teamsters Public Affairs Council Policy Board Member, testified for the bill in the interest of dairy employees who are adamantly opposed to mandatory overtime. Maloney cited the physical strain on employees, particularly those who must work in freezers handling dairy products. Marty Frates representing Teamsters Local 70 and particularly those members in the grocery industry cited planned overtime of 2 hours daily on jobs where additional workers could easily be trained creating new employment. Patti Lynch representing Teamsters Local 2707 Airline employees testified of her 16 years observation of abuses of mandatory overtime even in the face of a ready source of employees who are presently available from lay-off status. Yvonne Howard, A Teamster Shop Steward and employee of Pan American World Airways testified about abuses of mandatory overtime. All witnesses were effective with the Committee.

The bill will not be voted on until April 19. There is still time to write your Senator urging approval of this good bill.

★ ★ ★

Truck Safety enforcement would be improved with passage of SB 1369 by Senator Al Alquist (D) San Jose. The bill was approved by the Senate Public Utilities, Transit and Energy Committee **with support from the Teamsters**, Highway Patrol and Public Utilities Commission. It authorizes the P.U.C. to suspend or revoke a gypo's permitted authority for repeated safety violations, thereby removing these marginal operators from the highway. The bill now moves to the Senate Finance Committee for hearing.